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11 JAN 1982

MEMORANDUM FOR: Director of Medical Services

THROUGH: Deputy Director for Science and Technology

 FROM:
 Director, Foreign Broadcast Information Service

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SUBJECT: Psychological Study of FBIS Foreign National Monitors

1. Pursuant to our recent meetings with PSD/QMS, and your conversations with the DD/FBIS, on the subject of a psychological study of FBIS foreign national monitors, this is to inform you that we would like to proceed with such a study in connection with our long-term concerns regarding the health, attitudes, and productivity of FBIS foreign national monitors.

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2. It is our understanding that such a study would be designed to provide meaningful data in support of management policies regarding recruitment, selection, training, retention, health, retirement, etc. of the foreign national work force on which FBIS depends so heavily for its overseas collection. As noted by monitors face a complex combination of historical, social, physical, organizational, and economic variables that affect their lives and careers with FBIS. It has been noted that in the 41-year history of FBIS no systematic study has been conducted of FBIS foreign nationals in terms of health, attitudes, and concerns relating to their careers. Now that many of our monitors are reaching the 25- and 30-year career marks, it seems appropriate to gain a better understanding of the concerns of these valued employees, in particular as they relate to productivity and personnel problems.

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 3. We understand proposal as follows:

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a. The study to proceed in four phases--exploration and definition of the problem, data collection, data analysis, and reporting of results and recommendations. The study will examine the medical and psychological health of monitors, and policies which impinge negatively or positively. It is understood that non-monitors and some members of monitors' families will also be interviewed as part of the data base determination.

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b. It is understood that preliminary visits to one or more of the larger bureaus will be required at the outset to gather data that will be incorporated into the questionnaires, and that procedures will be adopted that will assure confidentiality to individuals and acceptance of the survey by foreign nationals. All procedures and questionnaires will be coordinated with FBIS management and bureau officers will be consulted to assuage anxiety and make preparations for the actual interviews.

c. FBIS concurs in the suggestion that [] visit 10 bureaus, of varying types and sizes. We concur in his interviewing all bureau staff and co-residing English-speaking dependents over 14 years of age (which he recommends) to provide the necessary data base, provided that such interviews are entirely voluntary.

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d. It is understood that all compilations and studies of data files will be handled by PSD (numerical identifiers rather than names to be used).

e. It is understood that FBIS will designate a small committee to assist and advise [] during the course of this study, which it is estimated will cover approximately 10 months.

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4. FBIS agrees to fund the TDY and travel costs of [] to the bureaus designated for the study (estimated at \$17,000). It is understood that no outside contractors will need to be funded as all data compilation will be done in-house at OMS.

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5. If the above is agreeable to you, [] DD/FBIS, and other FBIS officers will be pleased to meet with [] or others you may designate to initiate the study. I would suggest that preliminary discussions take place before the FBIS bureau chief's conference in April, which would present an appropriate forum for [] to explain the methods and procedures he envisages for this study.

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DD/FBIS, (8Jan82)

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